



City of Birmingham

Teen Interns Developing Employable Skills “TIDES”



Students from Carver, Huffman, Jackson-Olin, Parker, Wenonah and Woodlawn High Schools of the Birmingham City School System participate in a 6 six week summer program called **Teen Interns Developing Employable Skills “TIDES”**. This program was created to help young adults understand how to interview for a job and acquire hands on job entry skills.

TIDES is a two phase internship program which give exceptional high school students the opportunity to be exposed to work readiness skills through sustained learning. Phase One of the **TIDES** Program was held at the Boutwell Auditorium from June 9 – 12, 2014. It consisted of a week of soft skill Job Readiness Training comprised of modular, hands-on, engaging activities that focused on communication skills, interpersonal skills, attitude, teamwork, networking, problem solving, critical thinking, time management, and professionalism, where several presenters talked with students.

Phase One of **TIDES** concluded with the **“Under Cover Boss”**, Students were introduced to Mr. Kevin Moore, Director of Parks and Recreation and staff of the City of Birmingham Park and Recreation Centers where students will be interning– Phase Two continues through July 18, 2014 where students will participate in five weeks of hands on work intern training at various recreation centers. The students will be paid a stipend sponsored by a community service grant. After acquiring basic job skills, program administrators will seek to help students find private sector jobs next summer.

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Summer Interns Learn About Riding MAX Through Travel Training



A very important component of the T.I.D.E.S. Program is travel training. Students have different modes of travel which vary from cars and taxi's to Para-transit and fixed route systems. Travel Training is designed to educate teens and young adults on different forms of transportation, as well as on safe ways to travel independently. It also shows them how they can expand opportunities for maintaining employment and participating in more activities.

For some of the 2014 interns, it was a life changing experience learning how to ride the bus for the first time. Travel Training is an important part of their summer internship. Our hope is that it will help many of them develop a greater sense of responsibility. The travel component encompassed knowing how to get a bus pass, figuring out which route would work best to get the student from home to work and back again; and learning the bus system in general. Several students received passes through our partnership with ADRS and VRS. This will also ease up the stress for parents who are often the only means of transportation for their children.

Knowing which bus route to take also teaches students how to gauge the time they should arrive at the bus stop and locate the stop that is closest to their place of employment. These students are excited about the opportunity to learn new skills that will help prepare them when they graduate high school.

Good Access is Good Business

The Mayor's Office on Americans with Disabilities receives inquiries from the business community on what ADA means for them. Many think they are exempt, or that they are grandfathered: Wrong on both accounts. Businesses come under Title III of the Americans with Disabilities Act.

Public accommodation means a private entity that owns, leases (or leases to), or operates a place of public accommodation to provide accommodations that are readily achievable.

Readily achievable -means easily accomplishable and able to be carried out without much difficulty or expense.

Eligibility criteria

General. A public accommodation shall not impose or apply eligibility criteria that screen out or tend to screen out an individual with a disability or any class of individuals with disabilities from fully and equally enjoying any goods, services, facilities, privileges, advantages, or accommodations, unless such criteria can be shown to be necessary for the provision of the goods, services, facilities, privileges, advantages, or accommodations being offered.

Safety. A public accommodation may impose legitimate safety requirements that are necessary for safe operation. Safety requirements must be based on actual risks and not on mere speculation, stereotypes, or generalizations about individuals with disabilities.

Charges. A public accommodation may not impose a surcharge on a particular individual with a disability or any group of individuals with disabilities to cover the cost.

The following is how one business addressed access to service

BigBells Are Used to Resolve ADA Issue in New York



Barbara Adler, executive director of Columbus Avenue Business Improvement District, New York City organized a meeting of business owners. In a survey of the neighborhood, Ms. Adler said her group found 75 blatant violations of the Americans with Disabilities Act within a 15-block radius. "These businesses are sitting ducks and they will get sued," she said. For over 8 years Subway and their franchisees worked on Inclusion Solutions to avoid being a "sitting duck" and to offer access to every customer with dignity. The **Big-Bell** is just one idea that did not cost a lot of money to provide access.

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ADA Advisory meets bi-monthly
second Friday
10:00 AM 2nd Floor, City Hall



**Working to Open Doors to
Accessible City Services**

ADA Advisory Committee

Chair – John Duplessis— SSTE Employment Program

Vice Chair -

Secretary– Lisa George, The Plant Program

Xaveria Anderson - Ms. Wheelchair Alabama 2007

Wendy Hicks– VA Medical Center

Lorine Kelly—MAX Transit (VIP Para transit)

Dan Kessler, Director- Disability Rights and Resources

Sybil Scarbrough– Division of Youth Services

Graham Sisson– Governor's Office on Disabilities (GOOD)

Yolanda Spencer- Alabama Department of Rehab Services

Myra Shamburger- Alabama Department of Rehab Services

Maria Lyas-Young - Birmingham City Schools, Dir. Special Education

Larscene Turk-Director, Former Dir. AIDB **

Peggy Turner – The Lakeshore Foundation **

***Resource Agency*

ADA and Public Rights of Way



Everyone enjoys outdoor sidewalk cafes but sometimes they encroach on public right of ways. Guidelines are developed by an independent federal agency, the U.S. Access Board and must be adopted by another responsible agency to become enforceable standards. An example is Sidewalk Café's. The business must demonstrate a minimum of five 5 feet of unobstructed, paved space that shall be available for pedestrian traffic around or through the outdoor café. Businesses need to be made aware that if they exceed the allocated space provided by ADA guidelines, that their permit to have an outdoor café' may be pulled by the City of Birmingham or granting authority.